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School Administrators

Core Leadership Capacity

Sample domains and related practices of the Ontario Leadership Framework, with links to EduGAINS resources and suggested uses of these resources in developing and practising these practices

1. Setting Goals

[Setting Directions](#)

Ensures the vision is clearly articulated, shared, understood and acted upon by all

[Leading the Instructional Program](#)

Fosters a commitment to equity of outcome and to closing the achievement gap

[Securing Accountability](#)

Aligns school targets with board and provincial targets

2. Aligning Resources with Priorities

[Setting Directions](#)

Ensures creativity, innovation and the use of appropriate technologies to achieve excellence

[Leading the Instructional Program](#)

Ensures that learning is at the centre of planning and resource management

[Securing Accountability](#)

Makes connections to ministry goals to strengthen commitment to school improvement efforts

3. Promoting Collaborative Learning Cultures

[Building Relationships and Developing People](#)

Acknowledges and celebrates the achievements of individuals and teams

[Developing the Organization](#)

Builds a collaborative learning culture within the school and actively engages with other schools to build effective learning communities

[Leading the Instructional Program](#)

Develops professional learning communities to support school improvement

4. Using Data

[Setting Directions](#)

Works within the school community to translate the vision into agreed objectives and operational plans which promote and sustain school improvement

[Leading the Instructional Program](#)

Ensures a consistent and continuous school-wide focus on student achievement, using system and school data to monitor progress, and supports and encourages the same for schools

[Securing Accountability](#)

Develops and presents a coherent, understandable, accurate and transparent account of the school's performance to a range of audiences (e.g., ministry, board, parents, community)

5. Engaging in Courageous Conversations

[Building Relationships and Developing People](#)

Encourages colleagues to take intellectual risks

[Developing the Organization](#)

Uses performance appraisal to foster professional growth, and challenges the thinking and learning of staff to further develop professional practice

[Securing Accountability](#)

Ensures individual staff accountabilities are clearly defined, agreed to and subject to rigorous review and evaluation